

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH

SEPTEMBER 25, 2007

LONG-TERM LEAVE OF ABSENCE

There are hundreds positions within the County that are held by employees on long-term leaves of absence who fail to report to work. In order to obtain the most effective use of budgeted positions, departments need to be aware of which positions are filled by employees who show up for work on a regular basis and those who are often absent for long periods of time. There needs to be more oversight of employees who are on long-term leaves of absence. There is a cost to the County in lost productivity and efficiency when employees who are on leave must be replaced by either temporary employees or pulled from other areas within a department.

I, THEREFORE, MOVE THAT:

1. The Chief Executive Office work with County departments to identify the number of employees on long-term absence, whether physician documentation is current, whether accommodations have been offered, etc.
2. The Chief Executive Office report back on countywide policies and procedures for departments to follow to ensure that appropriate measures are implemented by departments to address this issue, including a report back on the return-to-work function in each department.

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| Burke | _____ |
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